

Gender policy

NIHR GUIDELINES

What this Gender policy means?

Everyone, regardless of gender, age or other dimension of diversity is treated equally and given fair and free opportunity to participate and have influence in decisions and activities which affect their life.

Gender balance is a core value governs NIHR and it is a continuous process

The Goal

Goal and vision is a world in which neither women nor men are excluded, marginalized, poor or discriminated against because of their gender

Policy Objective:

1. Enhancing gender rights based approach
2. Enhancing decision making process
3. Strengthening ownership and ensuring sustainability
4. Improving gender coordination and networking
5. key to bottom up gender inclusion approach and protect future aspiration
6. Increase the involving of beneficiaries and volunteers in the organisation's life and strategy
7. Ensuring feedback and developing NIHR role in gender inclusion

Policy scope:

The policy is applied in NIHR at all levels according to it's applied structure including all it's offices.

Responsibility:

NIHR's general assembly, board of directors and staff are responsible for the full implementation of the policy

What to Gender inclusion?

1. Tackling power dynamics – addressing the underlying causes of gender inequalities
2. 'Do No Harm' – not making gender inequalities any worse
3. Equal participation of men and women - in our programming and within our organisations
4. Getting better – a commitment to always improving our work around gender issues
5. The process of incorporating protection principles and promoting meaningful access, safety and dignity in humanitarian aid

Who to gender balance and inclusion?

- 1- Members of the general assembly and the board of the directors.
- 2- NIHR's staff
- 3- Beneficiaries and key stakeholders(e.g. individual, CBOs with special attention to women)
- 4- Decision and policy makers
- 5- Vulnerable groups (Host community , IDPs , Elderly people, people with disabilities)

When to gender inclusion?

We ensure gender balance and inclusion at all level within NIHR's lifes.

- 1- Strategic thinking and ideas generation
- 2- Planning phase: assessment , design
- 3- Implementation: Following and quality assurance
- 4- Monitoring and evaluation
- 5- Research and studies
- 6- Contracting and pricing
- 7- Lobbying, advocacy and people mobilization
- 8- Innovation and problem solving

How to gender inclusion?

- 1- General assembly, board of directors, executive management meetings.
- 2- Meetings of the focus groups with beneficiaries.
- 3- Meetings with decision makers.
- 4- Seminars and workshops.
- 5- Written letters
- 6- Organising campaigns.

Suggestions for modifying the policy

Any suggestions for modifying the policy will be sending to planning, monitoring, evaluation, and information department.

Documentation and saving the information:

Each department in the organisation will save a copy of this policy in addition to another one from the boards of director achieve.

Periodic Review:

Our participation policy will be reviewed annually aiming at enhancing its efficient deliverables and outcomes